

Training

Reserve Officers' Training Corps Programs and Scholarships

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Summary. This pamphlet provides a handy reference document for the United States Army Reserve Officers' Training Corps Program in order to assist recruiters and recruiting leaders in selling the Reserve Officers' Training Corps Program.

Applicability. This pamphlet is applicable to all elements of this command.

Impact on New Manning System. This pamphlet does not contain information that affects the New Manning System.

Suggested improvements. The proponent agency of this pamphlet is the Office of the Director of ~~Recruiting Operations Reserve Affairs~~. Users are invited to send comments and suggested improvements on DA Form 2028 (Re-

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Chapter 1

Introduction

1-1. Purpose

This pamphlet provides a handy reference document for the United States Army Reserve Officers' Training Corps (ROTC) Program in order to assist recruiters and recruiting leaders in selling the ROTC Program.

1-2. References

- a. Required publications.
 - (1) AR 145-1 (Senior ROTC Program: Organization, Administration, and Training).
 - (2) AR 601-210 (Regular Army and Army Reserve Enlistment Program).
- b. Related forms.
 - (1) DD Form 214 (Certificate of Release or Discharge From Active Duty).

- (2) ROTC Cadet Command Form 131-R (Request for Waiver/Exception).
- (3) ROTC Cadet Command Form 139 (ROTC Cadet Record).

1-3. Explanation of abbreviations and terms
Abbreviations and special terms used in this pamphlet are explained in the glossary.

1-4. General

The ROTC Program is the primary source of commissioned officers for the Regular Army (RA), the United States Army Reserve (USAR), and the Army National Guard (ARNG).

a. The Army has progressed through the volunteer phase to what it is today, an all recruited force. The officer recruiting mission has grown as the total Army moves ahead with its modernized programs and its increased need for highly motivated, technically skilled junior officers. We in the United States Army Recruiting Command (USAREC) must intensify our efforts to recruit the best young men and women to become officers in the total Army. To meet this growing mission, we must actively help in recruiting qualified young men and women into the Army ROTC Program. One way to accomplish this is by selling the ROTC Program to those Grad Senior, I-3A prospects who are going to attend a college or university after graduation from high school.

b. Introducing the ROTC Program to highly qualified prospects can be a positive building block in a high school program, thus enhancing recruiter credibility with the school counselor and

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other members of the school staff. The recruiter's role is to refer the best young men and women to the Army ROTC Program.

c. The ROTC Program provides the Army with capable, college-educated leaders. These new leaders continually bring the thoughts and opinions of our ever changing society to the Army. The ROTC Program enhances a student's education by providing training along with practical experience. It helps a student develop many of the qualities basic to success in the Army or in a civilian career. The ROTC Program gives students a valuable opportunity to build for the future by enabling them to earn a college degree and an officer's commission at the same time.

1-5. ROTC overview

The ROTC Program is a college elective that helps students succeed in their desired career goals (civilian or military).

a. Army ROTC classes are integrated into the regular college curriculum. A few hours of ROTC classes each week provide the student with the opportunity to learn valuable executive skills and to develop leadership abilities.

b. The Army ROTC Program is offered at more than 300 host colleges and universities throughout the United States. In addition, the ROTC Program is offered at over 1,000 other colleges and universities through ROTC extension centers and cross-enrollment. The Army ROTC Program offers two different options to all qualified college and university students: The traditional 4-year program and the shorter 2-year program.

c. Upon successful completion of the ROTC Program and attainment of a baccalaureate degree, the cadet will be commissioned as a second lieutenant in either the RA, USAR, or the ARNG.

1-6. History

The ROTC is more than a college program which offers college students the opportunity to graduate as officers and serve in the RA, USAR, or the ARNG. It's a tradition.

a. In 1819, Captain Alden Partridge, former superintendent at West Point, started what we know today as the Army ROTC. He felt that our country needed more "citizen soldiers," so he established the first private school to offer military instruction. It didn't take long for his idea to spread. By the turn of the century, more than 100 colleges and universities across the country were offering military instruction on their campuses.

b. In 1916, the National Defense Act formally established the American tradition of a citizen's Army as the foundation of our defense forces. It combined the RA, USAR, and the ARNG to form the Army of the United States. To prepare officers for service a formal program of military instruction was established at colleges and universities under the ROTC.

c. In 1964, Congress passed the ROTC Vitalization Act. The act provided awards of college

scholarships to be given to outstanding students interested in an Army career. It also introduced the 2-year program which made it possible for community and junior college graduates, as well as 4-year students who had not taken ROTC courses during their first 2 years, to enter the ROTC Program. Finally, the act raised the monthly subsistence allowance to \$50 for all scholarship students and students in the final 2 years of the ROTC Program (the advanced course). In 1971 this allowance was increased to \$100 per academic month (up to \$1,000 per academic year).

d. In 1986, the ROTC Program was established as the United States Army Cadet Command. For the first time, all precommissioning requirements would have the same program of instruction. Rather than operate as four separate regions and four separate programs, the United States Army Cadet Command unified the commissioning process.

1-7. Organizational structure

The United States Army Cadet Command is a major subordinate command of the United States Army Training and Doctrine Command (TRADOC). The United States Army Cadet Command consists of four three ROTC regions (see fig 1-1).

a. Region organizations. The ROTC regions are commanded by general officers and are responsible for the accomplishment of their regional missions.

b. Cadet battalions. The cadet battalions, commonly called Department of Military Science, are commanded by a professor of military science (PMS) normally a colonel or lieutenant colonel and are located at the host institution. The PMS is charged to structure the Military Science (MS) Program to blend the philosophies of the institution with the needs of the Army. His

or her primary responsibility is to ensure that the ROTC Program is administered in accordance with Army regulations, programs, objectives, and policies.

(1) A cadet battalion at a college or university has several cadre personnel that play an important part in the function of the ROTC Program. Supporting the PMS is the assistant PMS (captain or major), a sergeant major or master sergeant, senior drill instructor (noncommissioned officer (NCO)), supply sergeant, and sometimes an administration specialist. There are often several instructors, depending on the size of the enrollment in the ROTC Program, who are both commissioned officers and NCO (captain and senior NCO).

(2) ROTC extension centers. ROTC extension centers are an extension of ROTC host unit located at a college or university with an MS demand. The extension center has a reduced cadre force and usually a lower commissioning mission than the host unit. The PMS at the host unit oversees the program at both schools.

(3) Cross-enrolled schools. A cross-enrolled school is where no cadre are present on the campus, but under an agreement between the host unit and the cross-enrolled school, students may fulfill their MS requirements by commuting to the host or extension center for ROTC classes. Usually this distance is less than 50 miles to permit easy commuting by the students.

c. Goldminer teams. Goldminer teams are an extension of the enrollment force whose primary function is to target in on the ROTC market in the high schools and colleges. They are organized in direct support of the ROTC mission. Close coordination with goldminer teams that operate in your area could prove to be fruitful. In many cases these teams can provide beneficial leads to both RA and USAR recruiters.

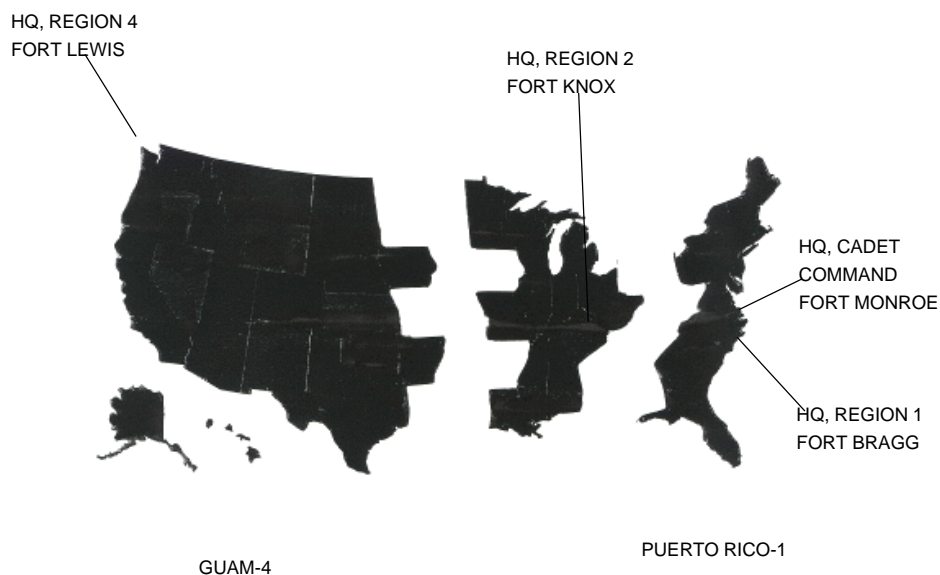


Figure 1-1. ROTC regions

Chapter 2

Army ROTC College Programs

2-1. The ROTC Program

The Army ROTC is a program which offers college students the opportunity to graduate as officers and serve in the RA, USAR, or the ARNG. The Army ROTC has several programs to accommodate students at different levels of their college education. The Army ROTC provides a traditional 4-year program which consists of the basic course, advanced course, and the advanced camp, as well as a condensed 2-year program (see table 2-1).

a. Basic course. The basic course is usually offered during the first 2 years of college for academic freshmen and sophomores. The freshman level course (MS-I), and the sophomore level course (MS-II) are offered as electives to all college students.

(1) Cadets incur no military service obligation (MSO) (except for scholarship cadets) during the basic course. Some of the subjects offered in MS-I and MS-II are management principles, national defense, military history, leadership development, military courtesy, discipline, and military customs.

(2) Cadets who have demonstrated the potential to be an Army officer and who have met the physical and scholastic standards are eligible to enroll in the advanced course after completing the basic course.

b. Advanced course. The advanced course is usually taken during the final 2 years of college. The junior level course (MS-III) and the senior level course (MS-IV) are elective courses; however, individuals enrolled in these courses usually incur some form of MSO. Some of the subjects taught during MS-III and MS-IV are organization and management, ethics and professionalism, group dynamics, small unit tactics, administration, and leadership.

c. Advanced camp. Advanced course cadets attend the advanced camp during the summer between the junior and senior years of college. It is a 6-week training session, during which cadets are introduced to Army life, taught small unit leadership and tactics, drill and ceremony, and introduced to most Army branches. Nursing cadets in the advanced course may be given the option of attending the Nurse Summer Training Program.

d. Basic camp. Basic camp serves as a substitute for MS-I and MS-II and is conducted at Fort Knox, Kentucky. It is designed to introduce cadets to basic soldier skills and leadership principles they will require for the advanced course. At basic camp, students are challenged physically and mentally. Their confidence is built and their self-respect increased. Students learn to land navigate through a wilderness course, relying only on their skill with a map and a compass and their survival instinct. Students who have met all the necessary enrollment requirements may enroll in the advanced course upon successful completion of basic camp.

2-2. General eligibility requirements

General requirements for enrollment:

a. Advanced course. Each student must meet the following requirements to qualify for enrollment in a unit of the Senior Reserve Officers' Training Corps (SROTC):

(1) Character. Be of good moral character as evidenced by record in his or her home community and at the institution where enrolled.

(2) Citizenship. Be a citizen of the United States. Students born in the United States must submit a valid birth certificate for citizenship verification. Students not born in the United States, but whose parents were United States citizens at time of birth, must submit a statement by an officer of the Army, or a notary public (as indicated below), or present original certificate of birth verification with a statement by the PMS. Citizenship documents cannot legally be copied and copies will not be accepted for verification.

(a) Citizenship by naturalization. "I have this date seen the original certificate of naturalization, No. _____ (or certified copy of court order establishing citizenship), stating that (Name of Applicant) was admitted to United States citizenship by the court of _____ at _____ on (Date) _____."

(b) Citizenship through naturalization of parent. "I have this date seen the original certificate of citizenship, No. A- _____, issue to (Name) by the Immigration and Naturalization Service, Department of Justice, stating that (Name of Applicant) acquired citizenship on (Date) _____."

(c) Citizenship when birth occurred abroad of parents who are citizens of the United States. "I have this date seen the original (or certified copy of) (one of the following):

1. Department of Justice Immigration and Naturalization Service Form N-560 (Certificate of Citizenship).

2. Department of State Form 1350 (Certification of Birth Abroad of a Citizen of the United States of America).

3. Foreign Service Form 545 (Certification of Birth Abroad of a Citizen of the United States of America).

4. Foreign Service Form 240 (Report of Birth, Child Born Abroad of American Parent or Parents)."

(3) Age.

(a) Minimum. Applicants must be at least 17 years of age for enrollment in the advanced course. Male applicants under 18 years of age and female applicants who are under legal age established by their state of legal residence require parental consent for enlistment in the USAR and enrollment in the advanced course.

(b) Maximum. Be under 30 years of age at the time of appointment in the USAR. The Department of the Army (DA) will consider requests for waiver of age for applicants 30 to 34 years old, provided applicants have demonstrated exceptional ability and are so recommended by the ROTC region commander. Requests, through the Commanding General, United States Army

Cadet Command, will include, but need not be limited to: Date of birth, anticipated date of appointment, academic major, transcript of grades, overall grade point average, including the grade point scale used (e.g., 3-, 4-, or 5-point scale), and leadership performance and potential as indicated by scores on relevant test(s) administered. Requests by veterans of the Armed Forces will include a copy of their DD Form 214 (Certificate of Release or Discharge From Active Duty) (to include reason and authority for discharge and reenlistment code assigned). Region commanders are authorized to approve request for waiver of overage reserve forces duty (RFD) applicants up to and including 32 1/2 years of age. Applicant must sign a guaranteed RFD contract and be given a quota by the region commander. Requests for age waiver must include a copy of the contract. An approved waiver of age for enrollment will constitute waiver for appointment in the USAR.

(4) Medical qualification.

(a) General. Meet medical fitness requirements as prescribed in AR 145-1, chapter 3.

(b) Veterans. A student receiving disability compensation from the Veterans Administration for a temporary or limited physical disability is eligible for enrollment, if otherwise qualified. Compensation from the Veterans Administration and allowances for ROTC cadets may be paid concurrently.

(5) Dependents.

(a) Dependent means:

1. A spouse. This does not include a common law spouse unless recognition thereof has been adjudged by a civil court.

2. Any unmarried (legitimate or illegitimate) or adopted child of the applicant if the child is under 18 years of age, regardless of whether the applicant has custody of the child or not, and regardless of who has guardianship of the child. If the applicant's child has been adopted by another person (final adoption decree issued and effective) when the child is not the applicant's dependent. As to male applicants, the term "natural child" includes any illegitimate child claimed by the applicant to be his child or determined to be his child by court order.

3. Stepchild of the applicant who resides with the applicant if the stepchild is under 18 years of age.

4. Any other person, who is in fact, dependent on the applicant for over one-half of his support.

(b) Criteria for determining eligibility:

1. The applicant must have no more than three dependents (see 2. and 5. below).

2. An applicant without a spouse and with one or more dependents under 18 years of age is disqualified, except as provided in 3. and 4. below. No waiver is authorized.

3. A divorced applicant may be processed for enrollment when the child or children has or have been placed in the custody of the other parent, other adult relative, or legal guardian, by court order and the applicant is not required to provide child support. No waiver is required.

4. A divorced applicant may be processed for dependency waiver when the child or children has or have been placed in the custody of the other parent, other adult relative, or legal guardian by court order and the applicant is required to provide child support.

5. In meritorious cases, an applicant with a spouse may request a waiver of 1. above.

6. Husband and wife teams who have one or more dependents under 18 years of age are disqualified. No waiver is authorized.

7. An applicant with a spouse on active duty (AD) with any service who has one or more dependents under 18 years of age is disqualified.

(c) Requests for dependency waivers will be forwarded through command channels to Commanding General, United States Total Army Personnel Command for determination and must include:

1. Documentation substantiating that dependents or persons for whom responsibility is exercised will not suffer hardship from loss of care, supervision, or financial support. (Obtain statement from spouse when involved.)

2. Financial statement, to include all assets and liabilities and projected earnings of spouse, dependents, and persons for whom responsibility is exercised, should any of these persons be qualified for, and intend to work.

3. Divorce decree, if applicable.

(6) Academic status.

(a) Be enrolled in and attending full-time a regular course of instruction at a school participating in the SROTC Program, except as provided in (7) below. The course of instruction must lead to a baccalaureate or advanced degree in a recognized academic field and be one which the student can pursue concurrently with his or her participation in the ROTC Program. There are no restrictions as to the student's major (except for scholarship cadets).

(b) Requests for exception to the "enrolled in and attending full-time" requirement may be submitted by graduate students only. Requests will be forwarded through command channels to TRADOC for determination on a case-by-case basis, and will be submitted on ROTC Cadet Command Form 131-R (Request for Waiver/Exception). Recommendations at each command level and appropriate comments regarding justification for exception will be included.

(7) Cross-enrollment. Students at non-ROTC institutions will be encouraged to participate as ROTC cadets or ROTC students at ROTC host institutions.

(a) The PMS may enroll a student from an institution which does not have an ROTC unit, provided:

1. The student meets all other eligibility requirements.

2. Officials of both institutions concur in the student's enrollment.

(b) Region commanders may authorize the PMS to conduct ROTC training at nearby non-ROTC institutions, provided:

1. Such authorization will not result in ROTC cadre being permanently located or domiciled in

the immediate proximity of the non-ROTC unit.

2. A mutually satisfactory agreement is reached between officials of both institutions for granting course credit, fee payments (if any), provision of adequate facilities, and appropriate recognition of ROTC instructor personnel by the institution being assigned.

3. Each student meets all other eligibility requirements.

4. Officials of both institutions concur in each student's enrollment.

5. Requirements for enrollment, administration of records, reporting, training, pay, and appointment as a commissioned officer will be the same as for any other ROTC member.

6. A sufficient number of qualified students desire enrollment in the ROTC Program.

(c) The approving authority for all cross-enrollment agreements within 50 miles or 1 hour driving time from the host institution is the ROTC region commander. Prudence must be exercised to ensure that distances which must be traversed by the ROTC cadre or the students are reasonable in terms of local road-network, traffic conditions, etc.

(8) Other requirements.

(a) Be selected by the PMS.

(b) Have the approval of the institutional authorities.

(c) If previously enrolled in an officer candidate type training program, the PMS will request a recommendation by the officer in charge of the previous training. The elimination of a student from a previous program is not in itself a bar to entry into the ROTC Program. However, the reasons which prompted the student's release or resignation from the previous program must be considered prior to enrollment in ROTC in the interest of both the individual and the Army.

b. Basic course. In addition to general requirements for enrollment in SROTC, each student applying for enrollment in the basic course must comply with the following:

(1) Academic. Be enrolled as a freshman in a college academic course, except that the PMS may waive this requirement when compression of the student's ROTC Program is authorized or when the student is an academic sophomore enrolled in a 5-year academic curriculum.

(2) Loyalty. Execute the loyalty oath or affirmation as set forth in item 32, ROTC Cadet Command Form 139 (ROTC Cadet Record).

(3) Conscientious objector statement. Complete item 33, ROTC Cadet Command Form 139.

2-3. The 4-year program

The 4-year Army ROTC Program is the traditional ROTC Program which the majority of students enroll in. Cadets in the 4-year program must successfully complete the basic course, the advanced course, and advanced camp, and complete baccalaureate degree requirements in order to receive a commission. The 4-year program is open to all students who have 4 years remaining in college (some degree programs require 5 years).

2-4. The 2-year program

The 2-year program is designed for community and junior college graduates, students at 4-year colleges who have not taken the ROTC Program during their first 2 years of college; graduate students who have at least 2 years of college remaining; students who have completed at least 1 year of AD and possess an honorable discharge; and high school students planning to attend military junior colleges. (Students with less than 1 year AD will have eligibility determined by the PMS.)

a. To enter the 2-year program, students must first attend and successfully complete a 6-week basic camp, which is normally held during the summer between the sophomore and junior year of college. Students going to a military junior college will attend camp following high school graduation.

b. Students who have taken Junior Reserve Officers' Training Corps for 3 or 4 years may not be required to attend basic camp if the PMS determines that they are ready for the advanced course. Prior service personnel and cadets who have completed MS-I and MS-II may not attend basic camp.

2-5. Compression

The Army ROTC offers a 3-year program to those students who elect to take part in the ROTC Program after their freshman year of college. Compression requires completion of two ROTC courses, MS-I and MS-II, concurrently in the sophomore year. Compression of MS-I and MS-II must be authorized by the PMS. The PMS must believe the student possesses exceptional aptitude, is highly motivated, and has the capacity to successfully complete both courses in the time available.

2-6. Early Commissioning Program

~~This program allows any cadet to be commissioned prior to receiving his or her baccalaureate degree. A veteran, for example, entering his or her freshman year of college may receive credit for his or her military service and enroll directly into the ROTC advanced course. He or she may be commissioned at the end of his or her sophomore year providing he or she has completed the advanced course including advanced camp. An early commissionee is eligible to serve with a USAR unit or an ARNG unit as a second lieutenant until graduation from college. Cadets are eligible for appointment provided they have completed all ROTC requirements and have more than 8 months, but less than 36 months remaining to complete baccalaureate degree requirements after being commissioned. Also, a graduate of a military junior college who has completed his or her studies leading to a commission before enrolling in a 4-year institution can do the same. He or she can then compete for AD.~~

The Early Commissioning Program is only available to graduates of a military junior college. This program allows a cadet to be commissioned prior to receiving a baccalaureate degree. To qualify for this program a cadet must be a veteran

or attend ROTC basic camp prior to the start of the sophomore year providing he or she has completed the ROTC advanced course including ROTC advanced camp. An early commissionee is eligible to serve with a USAR unit or an ARNG unit as a second lieutenant until graduation with a baccalaureate degree. He or she can then at that time compete for AD.

2-7. Simultaneous Membership Program

Students can get a headstart on their military careers and their futures through the Simultaneous Membership Program (SMP). The SMP allows students to be members of the USAR or the ARNG and Army ROTC at the same time.

a. To take part in the Army ROTC and SMP, a person must be an enlisted member of a troop program unit (TPU) of the selected reserve, be enrolled in the ROTC Advanced Course Program, and be assigned in the TPU as an officer trainee, and agree to volunteer for commissioning under provisions of the ROTC Early Commissioning Program upon successful completion of the ROTC advanced course. They must also meet eligibility criteria in accordance with AR 601-210, chapter 10.

b. Advanced course cadets in the SMP are paid at the rate of an E-5 for their USAR or ARNG training assemblies, plus up to \$1,000 a year subsistence allowance from the ROTC. These assemblies are normally conducted one week-end a month at a local training facility. Cadets serve as officer trainees in their USAR or ARNG units and perform duties commensurate with

those of a second lieutenant while under the close supervision of a commissioned officer.

c. Cadets who successfully complete the SMP graduate with a commission as a second lieutenant. Once commissioned, they may continue to serve in their USAR or ARNG units, or they may apply for AD.

2-8. Enrichment training courses

Each year a select group of cadets is offered the opportunity to supplement the skills learned through the normal ROTC Program by attending additional courses.

a. Some cadets may attend airborne training at Fort Benning, Georgia, either before or after advanced camp. Others may attend air assault training at Fort Campbell, Kentucky. Still others may journey to Alaska for Northern Warfare Training. A select group will learn the fundamentals of flying helicopters during the 4-week Intensive Flight Training and Orientation Course at Fort Rucker, Alabama, where they may progress up to their first solo flight.

b. The Cadet Troop Leader Training Program offers cadets the opportunity to serve as an "acting lieutenant" with either the RA, USAR, or the ARNG following advanced camp.

2-9. Social and professional activities

The Army ROTC provides students with a variety of social and professional activities that enable them to assume important leadership roles, improve their military skills, and build confidence.

a. Among these organizations are: The Scabbard and Blade; the Advanced Course National Honor Fraternity; The Pershing Rifles; The Society of American Military Engineers, a group that promotes the national engineering potential or defense; and ROTC companies of the Association of the United States Army, which provides professional exchanges between cadets and military and civic leaders.

b. All ROTC units also offer various types of adventure training such as mountaineering, rappelling, and river rafting. ROTC cadets also frequently participate in community service activities associated with social work and civic projects. ROTC programs also include drills to introduce cadets to uniform wear, drill and ceremony, and other military basics.

2-10. Branch assignment

There are currently 22 Army branches available for selection of assignment (e.g., Infantry, Corps of Engineers, Field Artillery, Military Intelligence, Medical, Signal, Transportation, and Quartermaster) (see table 2-2). During the branch assignment process, consideration is given to the cadet's personal preference and academic specialization. However, ultimately, the assignment is made in accordance with the needs of the Army and may preclude selection based on other factors. Additional factors that help determine branch assignment include recommendation of the PMS, demonstrated ability, prior military training, and military experience.

Table 2-1
Features of ROTC programs

ROTC Programs	Features
4-year program	<ul style="list-style-type: none"> Leadership and management training. Earn a commission as an officer and a baccalaureate degree at the same time. Includes basic course and advanced course.
Basic course	<ul style="list-style-type: none"> Incur no MSO. Usually taken during freshman (MS-I) and sophomore (MS-II) years.
Advanced course	<ul style="list-style-type: none"> Usually taken during junior (MS-III) and senior (MS-IV) years. Incur MSO upon entering advanced course. Up to \$1,000 per academic year subsistence. Attend advanced camp between MS-III and MS-IV.
Advanced camp	<ul style="list-style-type: none"> 6-week training session. Paid over \$600 per month. Experience life in the field.
2-year program	<ul style="list-style-type: none"> Enter into advanced course. Same features as advanced course. Attend basic camp in lieu of MS-I and MS-II.
Basic camp	<ul style="list-style-type: none"> 6-week training session. Paid over \$600 per month. Helps build self-confidence. Challenges mentally and physically.
Compression	<ul style="list-style-type: none"> 3-year program. Combines MS-I and MS-II in sophomore year.

Table 2-1
Features of ROTC programs--continued

ROTC Programs	Features
SMP	<ul style="list-style-type: none"> • Participates in ROTC and Reserve Components (RC). • Paid as E-5 for drill. • Up to \$1,000 per year subsistence. • Participate as officer trainee in RC.
Early commissioning	<ul style="list-style-type: none"> • Applies to any cadet who is eligible to receive his or her commission before receiving his or her baccalaureate degree. • Eligible to serve as a second lieutenant in RC.

Table 2-2
Branch assignments

Adjutant General's Corps	Engineers	Military Police Corps
Air Defense	Field Artillery	Ordinance
Amor	Finance Corps	Quartermaster
Army Nurse Corps*	Infantry	Signal Corps
Aviation	Judge Advocate General's Corps*	Transportation Corps
Chaplains*	Medical Corps*	Veterinary Corps*
Chemical Corps	Medical Service Corps	
Dental Corps*	Military Intelligence	

*Special qualifications required for these branches.

Chapter 3

Scholarships

3-1. The Army ROTC Scholarship Program

a. The Army ROTC scholarship (see table 3-1) is a sound investment for both the individual and the Army. Almost three-quarters of the scholarship students will be commissioned and will contribute to the nation's defense, either with the RA or with an RC. The human and dollar value to the country of highly qualified scholarship users, many of whom could not have gone to college without the assistance of an Army ROTC scholarship, are impossible to calculate.

b. The Army ROTC 4-year scholarship pays up to \$7,000 or 80 percent, whichever is higher annually, for your college tuition. It also provides an established amount for laboratory fees, on campus educational fees, and a flat rate amount from which you may purchase text books, classroom supplies, and equipment. IT DOES NOT PAY FOR FLIGHT FEES. Army ROTC scholarship winners also receive a tax-free subsistence allowance of \$100 a month for 10 months for each year that the scholarship is in effect.

3-2. MSO

Army ROTC scholarships are available to provide financial assistance necessary to obtain a college or university baccalaureate degree. In return, the Army requires acceptance of a commission as a second lieutenant and serving a specified period of military service. Scholarship students selected for AD will be required to serve from 2 to 4 years on AD in the Army, followed by

4 to 6 years in the USAR or ARNG. Total combined MSO is 8 years. They may also serve 8 years in a USAR or ARNG unit preceded by 3 to 6 months AD, depending on what branch they are selected for.

3-3. Four-year Army ROTC scholarships

The applicants may be eligible for a 4-year Army ROTC scholarship if they are preparing to enter college as a freshman. Four-year scholarships are awarded each year on a competitive basis to approximately 1,500 qualified applicants.

a. Qualifications and requirements. To qualify for a 4-year Army ROTC scholarship, the applicant must:

(1) Be a citizen of the United States when the award is accepted.

(2) Be at least 17 years old before the scholarship becomes effective.

(3) Take either the Scholastic Aptitude Test (SAT) or the American College Test (ACT) no later than December 1st of the year the applicant applies for the scholarship. The Army ROTC must be listed as a test score recipient by the use of Code 0454 for the SAT and Code 1676 for the ACT.

(4) Have good high school grades.

(5) Participate in leadership, extracurricular, and athletic activities. (Students who hold part-time jobs and do not have enough time to participate in these activities will be awarded substitute credit in these areas based upon the number of hours worked per week.)

(6) Meet required physical standards.

(7) Be under 25 years old on June 30 of the

year expected to graduate and receive an officer's commission. (An age extension of up to 4 years may be possible for veterans who qualify.)

(8) Be a high school graduate or have equivalent credit.

(9) Be accepted by one of the colleges or universities that host Army ROTC. (Four-year scholarships cannot be used at cross-enrolled schools or extension centers.)

(10) Pursue a DA-approved academic discipline.

(11) Successfully complete at least one quarter or semester of college instruction in a major Indo-European or Asian language.

(12) Agree to accept a commission as either an RA, USAR, or ARNG officer, whichever is offered. Once the applicant has accepted a 4-year Army ROTC scholarship and it becomes effective, he or she will be required to complete all the necessary requirements to obtain his or her college degree and officer's commission.

b. The selection procedure. During and at the close of the application period, the most qualified applicants will be required to travel to a nearby Army installation, ROTC host college or university, at their own expense, for a personal interview and a physical aptitude examination (PAE) by Army representatives. Results of the interview and examination are then forwarded to TRADOC, where the final selections are made. The selection of winners will be based on:

(1) The results of the SAT or ACT.

(2) High school academic standing.

(3) Extracurricular, leadership, and athletic activities.

(4) A personal interview and a PAE. The interview and PAE do not ensure that competitive applicants will be selected for final scholarship consideration.

(5) Tables 3-2, 3-3, and 3-4 give a good profile of the kind of students who were selected for Army ROTC 4-year scholarships for the 1989-1990 school year.

c. How to apply.

(1) The period for requesting application forms for 4-year Army ROTC scholarships is from April 1 through November 15. If the completed application is received by August 15, it will be considered by a selection board for an early scholarship. Early winners are announced about November 1.

(2) If the application is received after August 15, or if it wasn't selected by the first board, it will be considered in the later cycle. Applications for

the later cycle must be received by December 1 and will be reviewed by a different selection board. Winners are announced the following March.

3-4. Quality Enrichment Program scholarships

a. The applicant may apply for a Quality Enrichment Program (QEP) 4-year scholarship if he or she wishes to attend a historically black college (HBC) which hosts the Army ROTC Program. A limited number of these scholarships are awarded each year on a competitive basis to qualified applicants.

b. To qualify, the applicant must meet the same eligibility requirements as listed for the 4-year scholarships. If awarded a QEP scholarship, applicants will be required to attend one of the 20 HBC.

c. The same application forms used to apply for a 4-year scholarship are used to apply for a QEP scholarship. Applications should be requested between April 1 and November 15.

3-5. Three-year and 2-year Army ROTC scholarships

If the applicant has already completed 1 or 2 years of college, he or she may be eligible to win a 3-year or 2-year Army ROTC scholarship. AD Army enlisted personnel who have completed 1 or 2 years of college may also be eligible. If the applicant is a cadet attending basic camp as part of the 2-year program, he or she may compete for a 2-year scholarship while at camp. Three-year and 2-year scholarships may be used at any college or university where access to ROTC instruction is available.

a. Qualifications and requirements. To qual-

Table 3-1
ROTC scholarships

Scholarship	Qualifications	Selection Procedure	How to Apply
4-year Army ROTC	<ul style="list-style-type: none"> Be a U.S. citizen Be at least 17 years old Take the SAT or ACT no later than November Have good high school grades Participate in leadership, athletic, and extra-curricular activities Be under 25 on June 30 of the year the commission is accepted Be accepted by a college that hosts ROTC Pursue Army-approved academic discipline Complete one quarter of Indo-European or Asian language Agree to accept commission the RA or RC, whichever is offered 	<ul style="list-style-type: none"> Results of the SAT or ACT High school academic standing Extracurricular activities Personal interview PAE 	<ul style="list-style-type: none"> Request application from April 1 to November 15 Application must be received by December 1
QEP	<ul style="list-style-type: none"> Same eligibility as a 4-year scholarship Required to attend 1 of 20 HBC 		<ul style="list-style-type: none"> Same as a 4-year scholarship
3-year and 2-year Army ROTC	<ul style="list-style-type: none"> Meet same citizenship, age, and physical requirements as 4-year scholarship Have 2 or 3 years remaining for a baccalaureate degree Have satisfactory grades Be recommended by PMS 	<ul style="list-style-type: none"> Academic performance PAE Interview by PMS Motivation towards Army career 	<ul style="list-style-type: none"> Contact PMS of college where enrolled
3-year and 2-year AD Army ROTC	<ul style="list-style-type: none"> Meet the same citizenship, age, and physical requirements as a 4-year scholarship Complete at least 2 years AD Be accepted as sophomore (3 year) Be accepted as junior (2 year) Be under 25 years old on June 30 of year eligible to receive commission Have a general technical score 115 or higher Pass Army physical fitness test (APFT) 	<ul style="list-style-type: none"> Academic achievement Leadership potential Motivation towards Army career Recommendation of commanding officer 	<ul style="list-style-type: none"> Write for application from December 15 to March 15 to: ROTC Cadet Command, Army ROTC Scholarship, Fort Monroe, VA 23651
2-year RFD	<ul style="list-style-type: none"> Meet the same citizenship, age, and physical requirements as a 4-year scholarship Be enrolled as junior Have grade point average of 2.7 on 4.0 scale Pass PAE or APFT 		<ul style="list-style-type: none"> Contact unit commander or PMS

ify as an applicant for a 3-year or 2-year scholarship, the applicant must:

(1) Meet the same citizenship, age, and physical requirements listed for a 4-year scholarship.

(2) Have at least 3 years (for a 3-year scholarship) or 2 years (for a 2-year scholarship) remaining in college prior to obtaining a baccalaureate degree.

(3) Have satisfactory grades in all academic courses and ROTC courses (if already enrolled in ROTC).

(4) Be recommended by the PMS (with the exception of basic camp applicants).

(5) Have at least a score of 850 on the SAT or a comparison score of 19 on the ACT for the 3-year scholarship program.

b. The selection procedure. Three-year and 2-year Army ROTC scholarships are awarded on the basis of the following criteria:

(1) Performance in academic studies and, if enrolled in ROTC, MS studies.

(2) Successfully pass the PAE.

(3) A personal interview and observation by the PMS.

(4) The degree of demonstrated motivation towards an Army career.

3-6. Three-year and 2-year scholarships for AD Army enlisted personnel

The applicant may be eligible for a 3-year or 2-year Army ROTC scholarship if he or she is

enlisted in the Army and has completed 1 or 2 years of college or has equivalent credit. Applicants must have at least 3 years (for a 3-year scholarship) or 2 years (for a 2-year scholarship) remaining in an approved baccalaureate degree program.

a. Qualifications and requirements. If the applicant enlisted and wishes to apply for a 3-year or 2-year scholarship, the applicant must:

(1) Meet the same citizenship, age, and physical requirements listed for a 4-year scholarship.

(2) Have completed at least 1 year of AD prior to discharge date for enrollment at the institution planning to attend.

(3) Be accepted, as an academic sophomore (for a 3-year scholarship) or as an academic junior (for a 2-year scholarship) at a college or university offering Army ROTC.

(4) Be under 25 years old on June 30 of the year expected to graduate and be eligible to receive a commission. However, extensions of 1 year may be granted (up to a total of four) for each year of AD served (e.g., with 2 years of AD, the applicant must be under 27 at the time of appointment).

(5) Have a cumulative grade point average of 2.5 on a 4.0 scale on all previous college work.

(6) Have a general technical score of 115 or higher.

(7) Pass the ~~APRT~~ ~~APFT~~ and achieve a score of 180 or higher with a minimum of 60 points in

each event.

(8) If awarded one of these scholarships, the applicant will be discharged from AD. He or she will then be required to enlist immediately in the USAR and to complete an Army ROTC Financial Assistance (Scholarship) Contract.

b. The selection procedure. Three-year and 2-year Army ROTC scholarships for AD enlisted personnel will be awarded based on the following criteria:

(1) Academic achievement or equivalent credit.

(2) Leadership potential.

(3) Demonstrated motivation towards an Army career.

(4) The recommendation of the commanding officer.

3-7. Two-year RFD scholarships

a. If the applicant is an outstanding student or a reservist who has successfully completed 2 years of college, he or she may be eligible for a 2-year RFD scholarship.

b. Qualifications and requirements. To qualify for a 2-year RFD scholarship the requirements are:

(1) Meet the same citizenship, age, and physical requirements listed for a 4-year scholarship.

(2) Be enrolled or accepted as a full-time academic junior in any major course of study leading to a baccalaureate degree (except Theology) beginning in the fall of the year in which the scholarship is awarded.

(3) Have an academic grade point average of at least 2.7 on a 4.0 scale.

(4) Pass the PAE (if a student), or the ~~APRT~~ ~~APFT~~ (if a reservist).

(5) If the applicant is awarded a 2-year RFD scholarship, he or she will be required to enlist in the USAR or the ARNG for a period of 8 years.

(6) If he or she is already in an RC, he or she must have at least 6 years of military service remaining when he or she enrolls in the ROTC advanced course. If he or she has less than 4 years remaining and wishes to apply for a scholarship, he or she may extend his or her enlistment to meet the requirements.

3-8. State scholarships and tuition waivers

Some states offer ARNG scholarships and some have tuition waivers for ARNG cadets. These incentives vary from state to state. Check with your local ARNG recruiter to learn about educational incentives for the state you recruit in.

3-9. Department of the Army Science and Engineer Co-op

—a. The Department of the Army Science and Engineer Co-op is a test program which allows ROTC students in selected engineer and science curriculums the opportunity to do co-op work at Army installations in Army laboratories and engineering offices. Upon graduation (nonscholarship), the cadet may choose to serve either as DA civilian or come on AD.

—b. The purpose of the Department of the Army Science and Engineer Co-op program is to meet

Table 3-2
College board scores

SAT Composite	ACT* Composite	
0850-0999	17-21	9 percent
1000-1399	22-30	82 percent**
1400-1600	31-36	9 percent

*ACT scores are converted to SAT scale.
**Although scholarship applications cannot be denied, they are only offered to those applicants scoring over 1000 on the SAT or 22 on the ACT.

Table 3-3
Rank in class

Top 25 percent	97 percent
First in class	16 percent
Second in class	17 percent

Table 3-4
Leadership, extracurricular, and athletic activities

Presidents of student body or senior class	15 percent
Other class officers	59 percent
National Honor Society members	75 percent
Editors of school publications	6 percent
Varsity letter winners	80 percent
Varsity team captains	46 percent
Club presidents	28 percent
All-Conference or All-State athletic award winners	27 percent
Debating team members	14 percent
Eagle Scout or Girl Scout Golden Award	11 percent
District organizations participants	17 percent
State organizations participants	30 percent
National organizations participants	1 percent

the Army's military and civilian work force needs for high quality scientists and engineers through the use of civilian employment opportunities.

e. This is a very attractive option for someone pursuing a degree of this nature. The program is geographically restricted, with few openings; therefore, it may not be available in a particular area. Coordination with the local PMS for specific information is required.

Appendix A Military Service Obligation

Each contracted Army ROTC cadet incurs a total MSO of 8 years. The MSO may be served on AD, RFD (ARNG unit, USAR unit, or Individual Ready Reserve (IRR) pool), or a combination

thereof. The requirement for each category of students is as shown at table A-1. Nonscholarship students may request a guaranteed reserve forces duty (GRFD) contract and, if approved, are assured they will have USAR unit duty only, following initial officer basic training at one of the Army's service schools. There are also dedi-

cated scholarships available annually for RFD. Recipients of these scholarships execute a GRFD contract. Any MSO remaining after AD and/or TPU duty will be served in the IRR for a period up to 8 years total.

**Table A-1
MSO for ROTC officers**

SCHOLARSHIP CADETS				
Total Service Obligation	Options	AD	ARNG or USAR Unit	IRR
8 years	Full-time AD	3 to 4 years service for recipients of 2, 3, or 4 year scholarships. Length of service will be determined by the Army.	Residual MSO up to 8 years may be served in ARNG or USAR unit or individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
	Combination AD and USAR unit duty	Minimum of 2 years but less than 3 years for recipients of 2, 3, or 4 year scholarships. Length of service will be determined by the Army.	Minimum of 4 years service in any ARNG or USAR unit and residual MSO up to 8 years in the ARNG or USAR unit of individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
	GRFD or RFD	3 to 6 months on AD for initial officer training.	Up to 8 years service in ARNG or USAR unit required.	Not applicable.
NONSCHOLARSHIP CADETS				
Nonprior military service 8 years	Full-time AD	3 years AD commitment.	Residual MSO up to 8 years may be served in ARNG or USAR unit or individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
	Combination AD and USAR unit duty	2 years AD commitment.	Minimum of 3 years service in ARNG or USAR unit. Residual MSO up to 8 years in ARNG or USAR unit of individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
	GRFD or RFD	3 to 6 months on AD for initial officer training.	Minimum of 6 years service in ARNG or USAR unit. Residual MSO up to 8 years in ARNG or USAR unit of individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
Prior military service 8 years	Full-time AD	3 years AD commitment.	Residual MSO up to 8 years may be served in ARNG or USAR unit of individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
	Combination AD and USAR unit duty	2 years AD commitment.	Minimum of 3 years service in ARNG or USAR unit. Residual MSO up to 8 years in the ARNG or USAR unit of individual's choice.	Remaining MSO up to 8 years if not previously satisfied.
	GRFD or RFD	3 to 6 months on AD for initial officer training.	Up to 8 years service in the ARNG or USAR unit required.	Not applicable.

Appendix B

Common Reserve Officers' Training Corps Questions

Q. How long is the service obligation?

A. Each cadet incurs an MSO of 8 years after commissioning. This obligation may be served on AD, RFD, or in the IRR, whichever is offered. AD obligation is 2 to 5 years depending on the type of scholarship and needs of the Army. GRFD will serve 3 to 6 months AD and up to 8 years in an RC. (See para 3-2 and table 3-1.)

Q. Do you have to serve on AD?

A. Yes, unless the cadet has GRFD (3 to 6 months AD for branch school).

Q. Which schools have ROTC programs?

A. See USAREC Cir 601-85, appendix A.

Q. How do you apply for an ROTC scholarship?

A. Fill out an ROTC scholarship application between April and November of the year before planning to accept the scholarship. See the local PMS for assistance.

Q. What criteria is used to select people for an ROTC scholarship?

A. See paragraph 3-3b.

Q. Can you enroll into ROTC and not incur a service obligation?

A. Yes. The basic course (MS-I and MS-II) is nonobligatory; however, once enrolled in the advanced course (MS-III and MS-IV) an MSO is incurred.

Q. What are the age requirements for ROTC?

A. ROTC scholarship: Be at least 17 years old before the scholarship becomes effective and under 25 years old on June 30 of the year expected to graduate and receive an officer commission. (An age extension of up to 4 years may be possible for veterans who qualify.)

A. Nonscholarship ROTC: Be at least 17 years of age for enrollment in the advanced course and be under 30 years of age at time of commissioning. Age waivers will be considered up to age 34 provided the applicants have demonstrated exceptional ability and are recommended by the ROTC region commander.

Q. Am I obligated when I fill out a minipacket?

A. No.

Q. What major of study do I have to take to be enrolled in ROTC?

A. Student may major in any subject except Theology. Scholarship recipients must pursue a DA-approved academic discipline.

Q. What are the qualifications for the ROTC Program?

A. The qualifications vary for scholarship and nonscholarship cadets. There are also variations among the different scholarships. (Refer to chapters 2 and 3.)

Q. How are ROTC cadets selected for a branch?

A. Consideration is given to the cadet's personal preference and academic specialization. However, ultimately, the assignment is made in accordance with the needs of the Army and may include selection based on other factors. Other considerations are recommendation of the PMS, demonstrated ability, prior military training, and military experience.

Q. Will changing my major effect my enrollment in ROTC?

A. No. Scholarship students must still pursue a DA-approved discipline.

Q. Is the ROTC advanced camp similar to basic training?

A. No. It is structured to orient the cadet toward his or her mission after commissioning. It is organizational and leadership oriented. (Basic camp is similar to basic training.)

Q. What are the ROTC courses like? How much time will they take? Will I get credit for ROTC courses toward my degree?

A. It varies with each educational institution. It usually depends on the philosophy of the institution's curriculum. Credit is usually given toward an undergraduate degree; however, the student planning to attend ROTC should coordinate with the PMS at the institution he or she plans to attend.

Q. What academic standards do I have to maintain?

A. Nonscholarship cadets: It is the grade point average required to maintain enrollment at the educational institution.

A. Scholarship cadets: It varies with the type of scholarship. Students should coordinate with the PMS when making application for the scholarship.

Q. What happens if I fail advanced or basic camp?

A. Basic camp: Nothing, it is nonobligatory.

A. Advanced camp: A cadet cannot be commissioned without passing it. He or she will either be granted the opportunity at a second chance to pass it or be disenrolled from ROTC.

A. Scholarship cadets: The scholarship can be recouped or the cadet can be ordered to AD as an enlisted member.

Glossary

Section I

Abbreviations

ACT

American College Test

AD

active duty

APFT

Army physical fitness test

APRT

Army physical readiness test

ARNG

Army National Guard

DA

Department of the Army

GRFD

guaranteed reserve forces duty

HBC

historically black college

IRR

Individual Ready Reserve

MS

military science

MSO

military service obligation

NCO

noncommissioned officer

PAE

physical aptitude examination

PMS

professor of military science

QEP

Quality Enrichment Program

RA

Regular Army

RC

Reserve Components

RFD

reserve forces duty

ROTC

Reserve Officers' Training Corps

SAT

Scholastic Aptitude Test

12

SMP

Simultaneous Membership Program

SROTC

Senior Reserve Officers' Training Corps

TPU

troop program unit

TRADOC

United States Army Training and Doctrine Command

USAR

United States Army Reserve

USAREC

United States Army Recruiting Command

Section II

Terms

advanced camp

Six-week summer camp at either Fort Bragg, North Carolina; Fort Riley, Kansas; or Fort Lewis, Washington. Cadets, usually college juniors, receive the training and practical experience needed to serve as second lieutenants in the Army after graduation from college.

advanced course

Usually taken during junior and senior years of college by students who agree to finish ROTC instruction and accept a commission and an assignment in either the RA, USAR, or the ARNG.

assistant professor of military science

An Army captain or major who assists the PMS in conducting the ROTC Program. He or she may also be the chief instructor at an extension center.

basic camp

A 6-week course of training at Fort Knox, Kentucky. Students without prior ROTC or military experience must successfully complete basic camp in order to enroll in the ROTC advanced course. Basic camp features an extensive indoctrination in weaponry, physical training, the principles of leadership, and the duties of a soldier.

cadet troop leader training

Summer training for advanced course cadets which permits volunteers to serve with RA or with RC units after advanced camp to gain familiarity with officer duties. ROTC cadets understudy junior officers in Army training units to gain valuable knowledge about future duties.

cadre

Military personnel, officer and enlisted, assigned to an ROTC detachment at a college or university.

The cadre is responsible for cadet instruction and administration of the ROTC Program.

cross-enrolled school

An agreement between officials of a host institution and another college or university permits students at the other school to commute to the host institution and enroll in ROTC. It differs from an extension center in that no cadre are permanently assigned to the cross-enrolled school.

Early Commissioning Program

A program in which graduates of a military junior college are allowed to be commissioned prior to receiving a baccalaureate degree. An early commissionee is eligible to serve with a USAR unit or an ARNG unit as a second lieutenant until graduation with a baccalaureate degree.

extension center

An extension of a host institution ROTC detachment located at a separate college or university with high officer potential. Extension centers are usually at colleges which are too distant to permit easy commuting by students to the host institution. They usually have a staff of two or three officers and an NCO located on campus who report to the PMS at the host institution.

field training exercise

Each PMS may hold two field training exercises per year. Some field training exercises are held on or near campus while others may be conducted at nearby military installations in conjunction with RC units. The aim is to permit cadets to put classroom instruction into practical use.

flight training and orientation

An intensive 4-week aviation course for cadets interested in careers in Army aviation. It offers sufficient ground schooling and air training to allow students to progress up to their first solo flight.

historically black college

A school whose student population has traditionally been more than 50 percent minority. Twenty of these schools host ROTC detachments.

host institution

A college or university whose president or other senior representative has signed an agreement with the Secretary of the Army, or designated representative, to host Army ROTC at that institution.

Junior Reserve Officers' Training Corps Program

This program is designed for high school students. The program teaches leadership and citizenship and attempts to prepare students for responsible leadership roles and develop awareness of benefits of citizenship.

Military Science I, II, III, and IV

MS classes denoting assignment of ROTC classes with school year (e.g., MS-I indicates MS

classes normally accompanying the student's freshman year; MS-II relates to the sophomore year; MS-III is associated with the junior year; and MS-IV indicates final or senior year).

Nurse Summer Training Program

Nursing cadets have the option of attending the Nurse Summer Training Program in lieu of advanced camp. Nursing cadets attend 1 week of field training and work the last 5 weeks in an Army hospital on a one-on-one basis with an Army nurse instructor. These cadets receive training in field medical procedures and selected military skills and gain valuable nursing, leadership, clinical, and management experience in the real world of health care.

professor of military science

A senior field grade officer responsible for recruiting, selecting, motivating, training, and commissioning college students at host institutions.

Quality Enrichment Program

A program that provides for separate competition for 4-year scholarship applicants at HBC which host Army ROTC.

Reserve Component assistant professor of military science

A member of the USAR or ARNG ordered to an extended AD tour to serve as an RC representative on campus or in a region headquarters.

Reserve Components

The USAR and ARNG.

Simultaneous Membership Program

A program which permits students to serve as officer trainees in the USAR or ARNG units while enrolled as ROTC cadets. It allows for the receipt of drill pay for RC duty along with a subsistence allowance from ROTC.

Senior Reserve Officers' Training Corps Program

A program which offers college students the opportunity to graduate as officers and serve in the RA, the USAR, or ARNG.

Technical Enrichment Program

A special program developed for a select number of newly commissioned officers to attend graduate school in a high tech discipline. Program ensures graduates' effective utilization, career progression, and retention beyond obligated points of service.